

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

The collective agreement between the City of Toronto and TCEU Local 416 expired on December 31, 2019. The parties negotiated the renewal of this collective agreement at two separate bargaining tables, one for paramedics and one for the remainder of the bargaining unit. The broader bargaining unit reached an agreement with the City on February 28, 2020, and it was subsequently ratified.

City of Toronto paramedics are subject to interest arbitration and therefore cannot strike or be locked out in the event of an impasse at negotiations. As such, the portion of the collective agreement specific to the terms and conditions for paramedics was referred to interest arbitration at the conclusion of bargaining in 2020. In an effort to avoid the need for arbitration, the parties reconvened for further collective bargaining in April/May of 2021 and were able to reach a tentative agreement.

The terms of the tentative agreement with the paramedics group, combined with the previously ratified TCEU Local 416 agreement covering the remainder of employees and broader issues applicable to the entire bargaining unit (e.g. benefits, leaves), form the complete collective agreement between the City of Toronto and TCEU Local 416.

1. Wage Settlement and Term Length

The settlement provides for wage increases in each year of a new five (5) year (January 1, 2020 to December 31, 2024) collective agreement:

- January 1, 2020 1.98% Base Increase
- January 1, 2021 1.77% Base Increase
- January 1, 2022 1.77% Base Increase
- January 1, 2023 1.99% Base Increase
- January 1, 2024 1.99% Base Increase

Total: 9.50% of base pay.

2. Benefits

- Psychologist Services - Provide part-time employees \$1,000 per employee per benefit year. In 2023, increase to \$2,000 per employee per benefit year.

3. Additional Cost Items

- Mandatory Base Hospital Training can be Assigned on an Off-Day -- Currently, the City is required to ensure that all paramedics (approximately 1300 employees) complete the mandatory portion of their annual base hospital training within a relatively narrow window of time each year, and on a scheduled day of work. This creates operational challenges for Toronto Paramedic Services (TPS) as it requires that paramedics be taken out of active service for training. This issue creates significant scheduling conflicts and pressure on service delivery. By negotiating the option for TPS to be able to schedule this work on an off-day (paid at overtime rates if necessary) it reduces the pressure on the limited pool of part-time paramedics used to backfill absences (e.g. vacation, illness, etc.) This change has the potential to open up to 1300 part-time shifts to be used to cover other operational pressures. This change also enables corporate and division-specific training, which is still completed on a regular workday, to be better spread out throughout the calendar year.

4. Other Changes

- The parties negotiated changes to the style of uniform jackets and new equipment bags.
- The parties will meet to discuss the distribution of overtime.
- 12-hour shifts will continue.

Conclusion

The City and TCEU Local 416 - Paramedics have achieved a settlement that is fair to our valued employees and fair to the residents and businesses of the City of Toronto. Complete details of the tentative agreement can be found in Confidential Attachment 3.